

## **Labor Supply Agreement from Uzbekistan**

This agreement is made and entered into as of the

Date 14/2/24

Between:

**WORKMALL XUSUSIY BANDLIK AGENTLIGI MAS'ULIYATI  
CHEKLANGAN JAMIYAT LICENSE N 215300**

Address: Tashkent city, sirgali district, quruvchilar MFY.xonobod. 18-uy

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Country: Uzbekistan

Represented by its authorized signatories:

Mr./Ms. \_\_\_\_\_, ID No. \_\_\_\_\_

(hereinafter referred to as the ("Supplier")) on the one hand:

And:

**AHAD ASRE MANPOWER Ltd.**

**Company No. 515384196**

Address: 11 Odem St., Petah Tikva 49517

Phone: 03-9235540 Fax: 03-9235585

Represented by its authorized signatories:

Mr./Ms. Aviv Meiri CEO

(hereinafter referred to as the ("Corporation/Client")) on the other hand:

**Whereas:** The Supplier has organized construction workers and professional manpower in the construction industry from Uzbekistan, including the location and recruitment of workers in various professions, from plastering, tiling, scaffolding and ironwork, for the purpose of their absorption by various manpower corporations in Israel (hereinafter referred to as the ("Services")).

**And whereas:** The Corporation is interested in ordering, from time to time and at its discretion, the Services from the Supplier.

**And whereas:** The parties are interested in regulating the terms under which the Corporation will order the Services from the Supplier and the Supplier will provide the Services to the Corporation, including the terms of payment from the Corporation to the Supplier.

**Now, therefore, it is agreed, conditioned and declared between the parties as follows:**

1. The preamble to this agreement and the appendices form an integral part of the body of the agreement.
2. The headings in this agreement are for convenience only and do not interpret the contract and/or impose any obligation on either party to the contract.

## General:

3. The Supplier declares, confirms and undertakes that:
4. This is an agreement for the location and recruitment of workers in the construction field only.
5. It is agreed and declared that a fundamental condition of this agreement is that there is no employer-employee relationship between the Supplier and the Corporation and that the workers employed by the Corporation to carry out the work are employees of the Corporation only, and that there will be no employer-employee relationship between the Corporation and the Supplier and/or between the Supplier and any of the workers.
6. The Corporation will order from the Supplier, from time to time, the Services in a written order, which will be sent to the Supplier by e-mail (the "**Order**"), specifying the quantity of workers requested and their distribution to the basic professions.
7. The Supplier will provide the Corporation with the passports of the candidates who meet the criteria in the Order for the Corporation's approval (hereinafter referred to as the ("**Candidates**"). They will be submitted for initial approval to the authorities in Israel.
8. Once the Israeli authorities have approved that the worker is allowed to work in Israel, the Supplier will arrange for the worker to be brought to the sorting site in Uzbekistan for tests and approval by the Israeli authorities.
9. After the workers have successfully passed the tests, it is the Supplier's responsibility, in coordination with the Corporation for the quantity and type of workers, to arrange a date of arrival in Israel, including all formal approvals and the purchase of a flight ticket from Uzbekistan to Israel.
10. The employee shall bear the costs of flight tickets, medical certificate, police clearance certificate and notary certificate.
11. The corporation will coordinate the flights in accordance with the entry permits after the employees have passed the tests successfully.
12. In return for all the services that the supplier will provide to the corporation, the corporation will pay a total of US\$700 including VAT per employee.
  - 12.1. After the employees land in Israel, the corporation will pay the supplier an initial payment of US\$300.
  - 12.2. After the employees' first month of work in Israel, the corporation will pay the supplier a sum of US\$200.
  - 12.3. After an additional month of work by the employees in Israel, the corporation shall pay the supplier a sum of US\$200.
13. The Supplier will not be responsible to the Corporation in the event of a delay beyond the Supplier's control in the supply of workers and/or which it cannot prevent, and/or a delay in obtaining the necessary approvals for the delivery of the workers to the Corporation. Such delay shall not be considered a breach of contract by the company.

14. The Supplier declares and undertakes that it has not taken and/or collected any payment from the workers they will provide.
15. The remuneration specified in this agreement is final and absolute.
16. It is hereby clarified that the Supplier does not and will not have exclusivity in the provision of the Services to the Corporation.
17. The Supplier undertakes that it and/or its representatives will keep all information related to the Corporation that comes to their knowledge and is not public knowledge in absolute confidentiality.
18. Any change to this agreement must be made in advance and in writing and signed by both parties.

**Governing Law and Jurisdiction**

19. The parties agree that the jurisdiction to hear any dispute that may arise as a result of the performance and/or breach of this agreement is vested exclusively in the competent court in Tel Aviv only. This agreement shall be governed by the law of the State of Israel.
20. The addresses of the parties are as stated in the preamble to this agreement.
21. Any order and/or letter and/or notice sent by registered mail to the above addresses shall be deemed to have been received by the addressee within 72 hours of its being sent from the post office in Israel.

**In witness whereof, the parties have hereunto set their hands:**



~~אחד עשרה בום אדם בע"מ~~  
Corporation

Date: 14/2/24